



SERVICES AND PRACTITIONERS
FOR THE ELIMINATION OF ABUSE
QUEENSLAND

SPEAQ Network – Key Organisational Info as at July 2021

SPEAQ (Services and Practitioners for the Elimination of Abuse Qld) is a network of practitioners and services involved in, or with an interest in, working with men who have perpetrated domestic and family violence. The network has been operating in Queensland for well over 25 years, with a permanent part-time secretariat established in 2009.

Network participants come from a range of services, comprising workers from almost all of the state funded mainstream men's DV intervention programs; counselling services, family intervention and intensive family support services working with men who use DFV; DVConnect Mensline and men's court workers; as well as government agencies, and individual practitioners.

SPEAQ operates at both a practitioner level and a management level. Our roots and our main focus has been in supporting practitioners, but our interests are broader than just practitioner roles. Manager's meetings have been held since 2008, and have provided a decision making forum for SPEAQ's direction and major activities, as well as being a forum to assist consultation with government.

SPEAQ is a key stakeholder in the Qld Government's domestic and family violence reform process. We have been liaising with the Qld Government for many years in relation to Intervention Programs (also known as Men's Domestic Violence Behaviour Change Programs), and played a key role in the development of the 2nd edition of the Department of Communities' Professional Practice Standards for Working with Men who Perpetrate D&FV, published in 2007.

We have made a number of formal submissions to the Qld government on domestic violence matters over the last few years, in response to the following:

- Consultation Paper - Queensland Whole of Government Strategy to Target Domestic and Family Violence (2008);
- Review of the Qld Domestic and Family Violence Protection Act 1989 (2010);
- Consultation Draft - Domestic and Family Violence Protection Bill 2011 (2011).
- Inquiry on strategies to prevent and reduce criminal activity in Queensland (2014)
- Special Taskforce on Domestic and Family Violence (2014)
- Review of the Domestic and Family Violence Protection Act 2012 (2016)

We continue to be involved in consultation with government about issues affecting intervention work with men who use DFV and issues affecting the DFV service sector generally.

We work on supporting and developing the sector in many ways, including activities such as monthly practitioner teleconferences, an annual professional development event called the SPEAQ Forum, and collaborating with WorkUp Qld to support professional development needs.



M 0477 776 088 (Brisbane) E SECRETARIAT@SPEAQ.ORG.AU
✉ [SPEAQ SECRETARIAT, C/- NQDVRS, PO BOX 6061, TOWNSVILLE QLD 4810 | \(NQDVRS ADMIN\): 07 4721 2888](mailto:SPEAQ SECRETARIAT, C/- NQDVRS, PO BOX 6061, TOWNSVILLE QLD 4810 | (NQDVRS ADMIN): 07 4721 2888)
WWW.SPEAQ.ORG.AU



SERVICES AND PRACTITIONERS
FOR THE ELIMINATION OF ABUSE
QUEENSLAND

We are the only collective voice representing practitioners and services in this field in Qld. The SPEAQ secretariat is funded from membership subscriptions and donations, and is currently supported by a large component of voluntary unpaid time. We have received specific project funding from both the Qld Government and Australia's CEO Challenge in the last couple of years and are pleased to receive ongoing funding support for the secretariat through our partnership with Australia's CEO Challenge.

We acknowledge the generous support of North Qld Domestic Violence Resource Service which has auspiced SPEAQ since the beginning of 2017, providing administrative and management support, and extend thanks to Pauline Woodbridge, former manager, for making this happen. We also acknowledge the support of Di Mangan and DVConnect, which auspiced SPEAQ for 8 years from the establishment of the secretariat in 2009 until 2017.

Vision

SPEAQ supports the vision set out by the Special Taskforce on Domestic and Family Violence in their report "Not Now, Not Ever".

A Queensland free from domestic and family violence, where people feel safe in their own homes and where children can grow and develop in safe, secure environments.

Mission

To support the highest level of effectiveness and safety in interventions with men who perpetrate domestic and family violence. We will do this through developing a robust, well resourced and inclusive network which plays a key role in the prevention and elimination of domestic and family violence in Queensland through the contribution of specialist experience, knowledge and perspectives from the field of working for change and accountability with men who use domestic and family violence.

Values

Safety - Gender Equity - Collaboration - Innovation - Sustainability

Purpose and Activities

Services and Practitioners for the Elimination of Abuse Queensland (SPEAQ) is a network of service providers, individual practitioners and others involved in and with an interest in intervention programs for men who have used domestic and family violence. We are committed to increasing the safety of victims of domestic and family violence, primarily women and children, and assisting men who have used violence to prioritise safety and respect in their relationships. SPEAQ members work collaboratively for the advancement of practice in ending and preventing domestic and family violence.

We will work to achieve our purpose through activities including, but not limited to:

- providing information to workers about developments in the field,
- providing a forum for discussion of current practice issues in the field,



- creating and maintaining a safe and respectful forum for genuine dialogue among practitioners,
- providing opportunities for professional development and peer support by sharing information, knowledge and practice wisdom; holding regular forums for discussion; convening conferences; and hosting training and workshops,
- sharing of materials and resources,
- contributing to the development of practice standards,
- maintaining current databases relating to experienced facilitators, clinical supervisors and available programs, as available resources permit,
- advocating on behalf of that part of the domestic and family violence prevention sector which works with male clients,
- influencing social and systemic change through means such as developing and distributing issues papers, making submissions to government on relevant issues, and contributing to the development of government policy, and media
- act as a conduit for the practice wisdom of the men's behaviour change sector to government, through consultation, negotiation, liaison and similar activity
- strengthening the domestic and family violence service sector and the work with men who use domestic and family violence, including through collaboration with other networks.

SPEAQ Membership

Membership Structure

- Organisational members
 - Which covers all relevant employees
- Individual members
- Invited participants
 - May include representatives of Government Departments and Universities
 - May include people in an advisory or mentoring role
- Guests

Benefits of Membership

- Inclusion in membership contacts database and access to member contact information
- Access to member-only library resources, networking features, discussion forums and other features and resources on the SPEAQ website
- Access to SPEAQ professional development events at reduced cost
- Being part of and contributing to the development of a community of practice
- Access to resources for practice development through sharing among members
- Opportunity to keep abreast of new research, participate in research projects, and help shape future research
- Assists organisation to meet service agreements
- Contribution to statewide systemic change and policy development by being a member of a professional Queensland body
- Expand professional networks



SERVICES AND PRACTITIONERS
FOR THE ELIMINATION OF ABUSE
QUEENSLAND

- Opportunity to collaborate with other networks

Membership Criteria

- Members commit to supporting the Vision, Mission and Values of SPEAQ and agree to operate by the Principles Relating to Membership below;
- Members acknowledge the following responsibilities of membership:
 - Active participation in network activities where possible
 - Organisational and individual members contribute financially to the secretariat by paying an annual fee.
 - Organisational members contribute to network activities through additional financial and/or in-kind support as resources permit

Membership Fees

- Membership Fees are set by agreement among members according to the decision making protocols detailed in Policy and Process for Decision Making at Meetings
- Fees shall be determined according to the following considerations:
 - The running costs of the secretariat
 - The potential level of participation of organisations according to number of branches and programs
 - The financial resources and funding level of relevant programs in each organisation
 - The projected number of members
 - Individual fees are set at a reasonable level relative to the organisational member fee

Principles Relating to Membership

- Uphold the Vision and Mission of SPEAQ
- The safety of those who have experienced violence, primarily women and children, is paramount
- Commitment to democratic decision making based on a consensus process
- Recognition and respect for a diversity of perspectives on the work and valuing genuine dialogue in the interests of greater understanding and effectiveness in the work
- Conducting ourselves in a way that demonstrates and upholds SPEAQ's values and principles and holding ourselves accountable to other members
- Agreement with key principles for the work of violence prevention and elimination, including:
 - The safety of those who have experienced violence is paramount
 - recognition that the greatest numbers of those experiencing domestic and family violence are women and children as victims of men's violence, while acknowledging that some men experience violence within their relationships
 - recognition that the great majority of domestic and family violence is perpetrated by men against women and children
 - working with men to assist them to end their violence and abuse, primarily towards women and children, is a crucial part of ending domestic and family violence



- providing supported opportunities for change for men who perpetrate domestic and family violence, through processes which prioritise accountability and personal responsibility
- modelling equal relationships between genders
- valuing and putting into practice dignity and respect for all those we work with
- recognition of the unique individual circumstances of each man and each family and the need to respond to these

Participation in SPEAQ Activities

Note: in this section, a “financial member” is one who has fully paid their membership subscription for the current subscription period (e.g. financial year)

- Financial Organisational members nominate a representative
- Organisational members may put forward further participants in SPEAQ activities as required
- Participation in SPEAQ committees is open to financial members only
- Where decisions are being made in a forum that includes both financial members and guests, guests are welcome to contribute to the discussion, however the decision making power rests solely with the financial members
- Guests, such as prospective members or lapsed members, may participate in various activities such as teleconferences, email discussions etc as determined from time to time by members at a general meeting for a period of up to 6 months
- Invited participants, such as representatives of Government Departments or people in an advisory or mentoring role, may also contribute to teleconferences and e-mail discussions etc, but are not part of the decision making process.

Governance, Operation and Structure

Governance and Operation

SPEAQ is an unincorporated body under the auspices of one of the member organisations, currently NQDVRS. The primary decision-making group is the SPEAQ Steering Committee, elected by SPEAQ member managers. General members’ meetings occur monthly, and are open to all members. The managers group meets annually, and is open to all managers and coordinators of members organisations, as well as to Individual members. Ad-hoc committees are formed and operate as needed for specific activities. See the diagram below.

Operationally, SPEAQ’s activities are carried out primarily through the Secretariat, which has one formal position, the Secretary. The work of the Secretariat is guided by the Steering Committee.

SPEAQ

SPEAQ Steering Committee

- * Drawn from Managers Meetings group
- * 8 members total; quorum of 5
- * 3 members have direct practice experience working with men using DFV
- * 3 members have direct practice experience working with people experiencing DFV
- * there may be overlap between the previous two requirements
- * aiming for diversity in multiple ways – gender, ATSI, practice approaches, type of organisation

Co-Convenors

- * Male and Female
- * Arranges meetings
- * Facilitate meetings
- * Face of SPEAQ

Secretary

- * Meeting participation and decision making
- * Support Convenors and other committee members
- * Provides input from the Secretariat

Committee Members

- * Meeting participation and decision making
- * Support Convenors and Secretariat

Auspecting Body (NQDVRS)

Treasurer Function

- * Currently performed by NQDVRS

General Membership Group

All Members

- * Lower level decision making or decisions requiring broad membership input

Managers Meetings

All Managers and Co-ordinators of Member Organisations + Individual Members

- * Decisions that require broader input

Ad-hoc Committees

Committees formed for specific projects

- * e.g. Forum Organising Committee

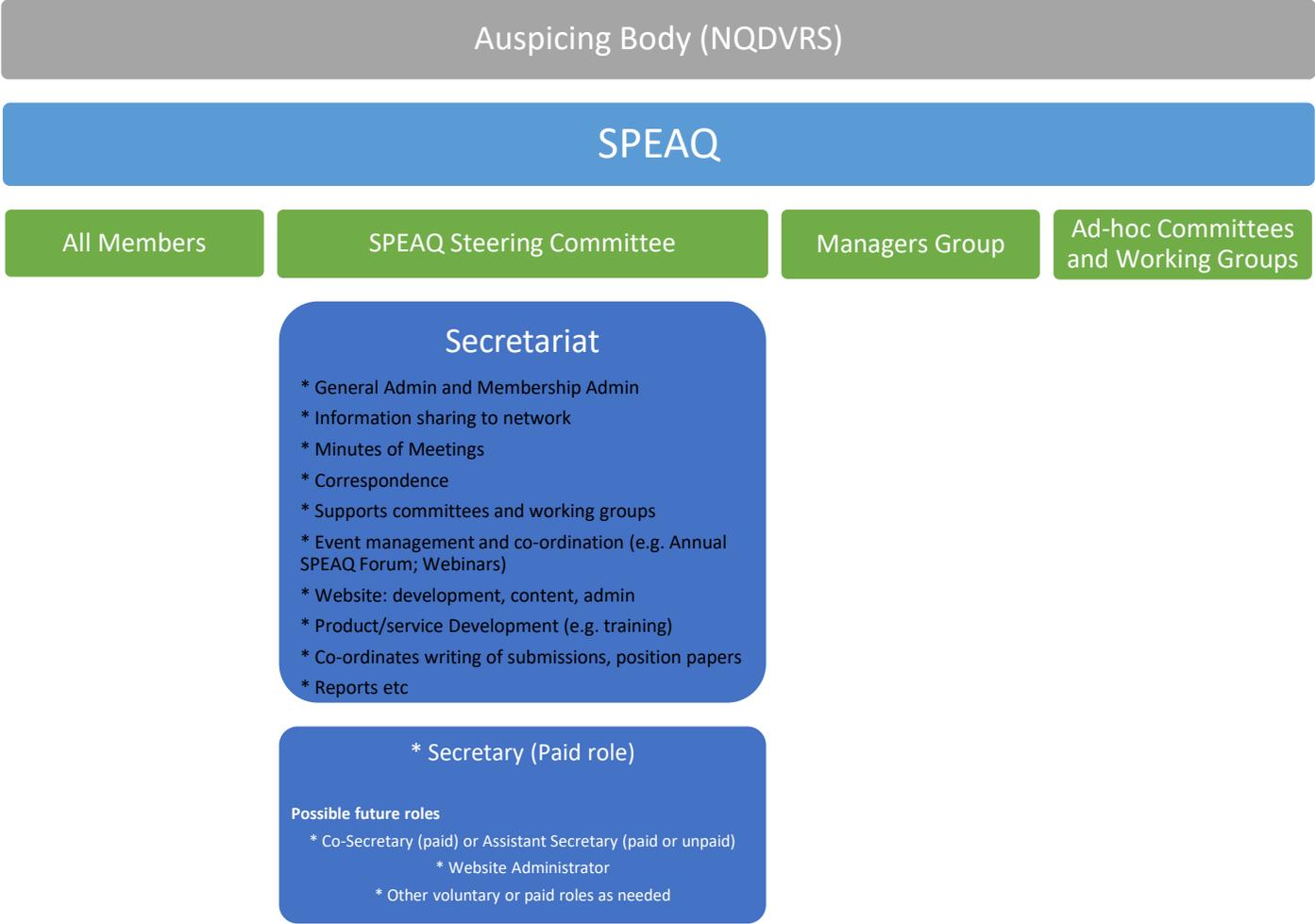
SPEAQ Governance Structure

Key responsibilities for the SPEAQ Steering Committee include but are not limited to:

- Set the Strategic direction for SPEAQ.
- Review sustainability and set membership fees
- Explore options for sponsorship, funding etc
- SPEAQ network development
- Government liaison, consultations, submissions
- Oversee events (annual SPEAQ Forum, Training and PD activities etc)
- Sector Development and liaison with other DFV sector networks
- Secretariat oversight and support

Further details for the Steering Committee:

- If more than 8 nominations, the membership of the Committee will be decided by a vote: one practitioner delegate and one manager delegate from each member organization, as well as individual members. (how the delegate is chosen has not been defined)
- Committee members will decide who takes on the co-convenor roles, once elected
- The initial membership term for Steering Committee members will be 12 months from the date the Committee is formally established (September 2021). This will be reviewed by the Managers Meeting for subsequent terms.
- The Committee can seek “ex-officio members” for specific purposes (e.g. to provide expertise on working with LGBTIQ, Disability, CALD clients, where this expertise does not already exist within the Steering Committee), or call in expertise at meetings where specific topics (e.g. systems advocacy) are discussed
- Committee members must be people who have decision making ability and capability to follow through on tasks
- The current Managers Meetings will continue to be held, but may not need to happen as frequently



SPEAQ Operational Structure



SERVICES AND PRACTITIONERS
FOR THE ELIMINATION OF ABUSE
QUEENSLAND

Further Information

Detail on the current membership fees and member privileges is contained in the document [SPEAQ membership structure and priveleges.pdf](#)

For [further information about SPEAQ](#), or to [apply for membership](#), please visit the SPEAQ website at www.speaq.org.au or contact the SPEAQ secretariat: secretariat@speaq.org.au